



PERS 41

Surface Warfare Officer Community Brief



CAPT Gene Black, USN
Director, Surface Officer
Assignments (PERS-41)



Agenda

- SWOs: Making a difference
- PERS-41: Who & What
- Career Progression and Milestones
- Career Management & Benefits





Surface Warfare

Warfighting First – Operate Forward – Be Ready

Privilege of leading Sailors, early and often

Surface forces critical to the security of our nation,
everywhere in the world

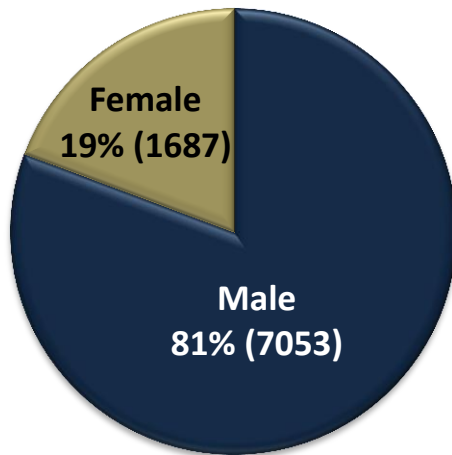
Sailing and fighting a ship

Opportunity: Command, Leadership, Service

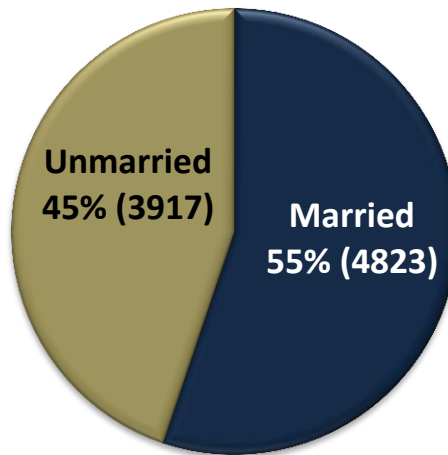
Making a Difference Every Day

Who We Are

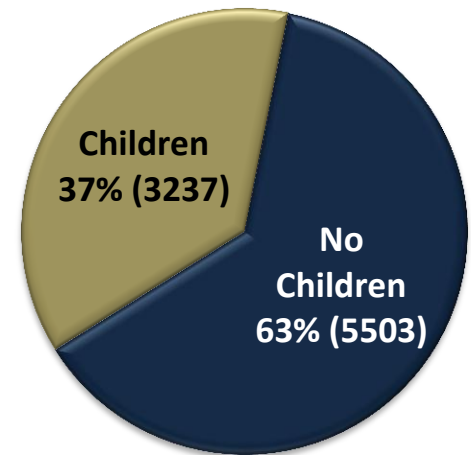
Gender



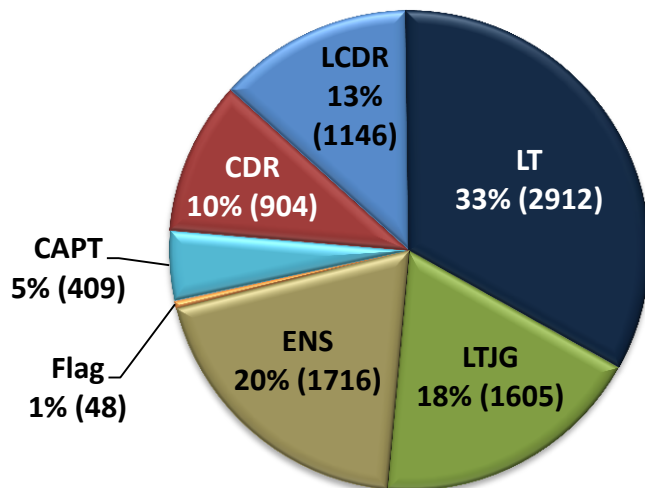
Marital Status



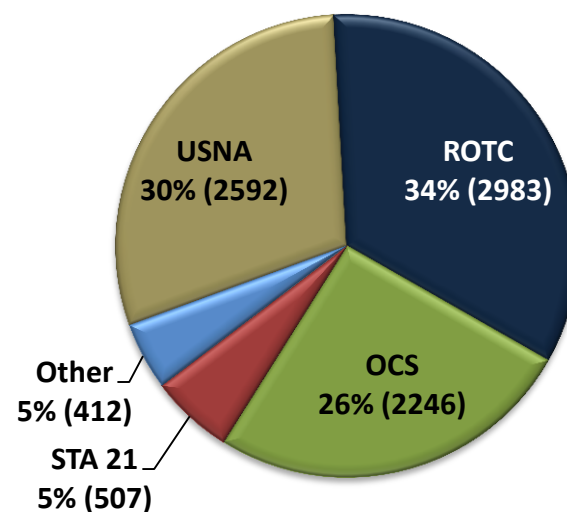
Children



Rank



Commissioning Source





PERS-41 Mission

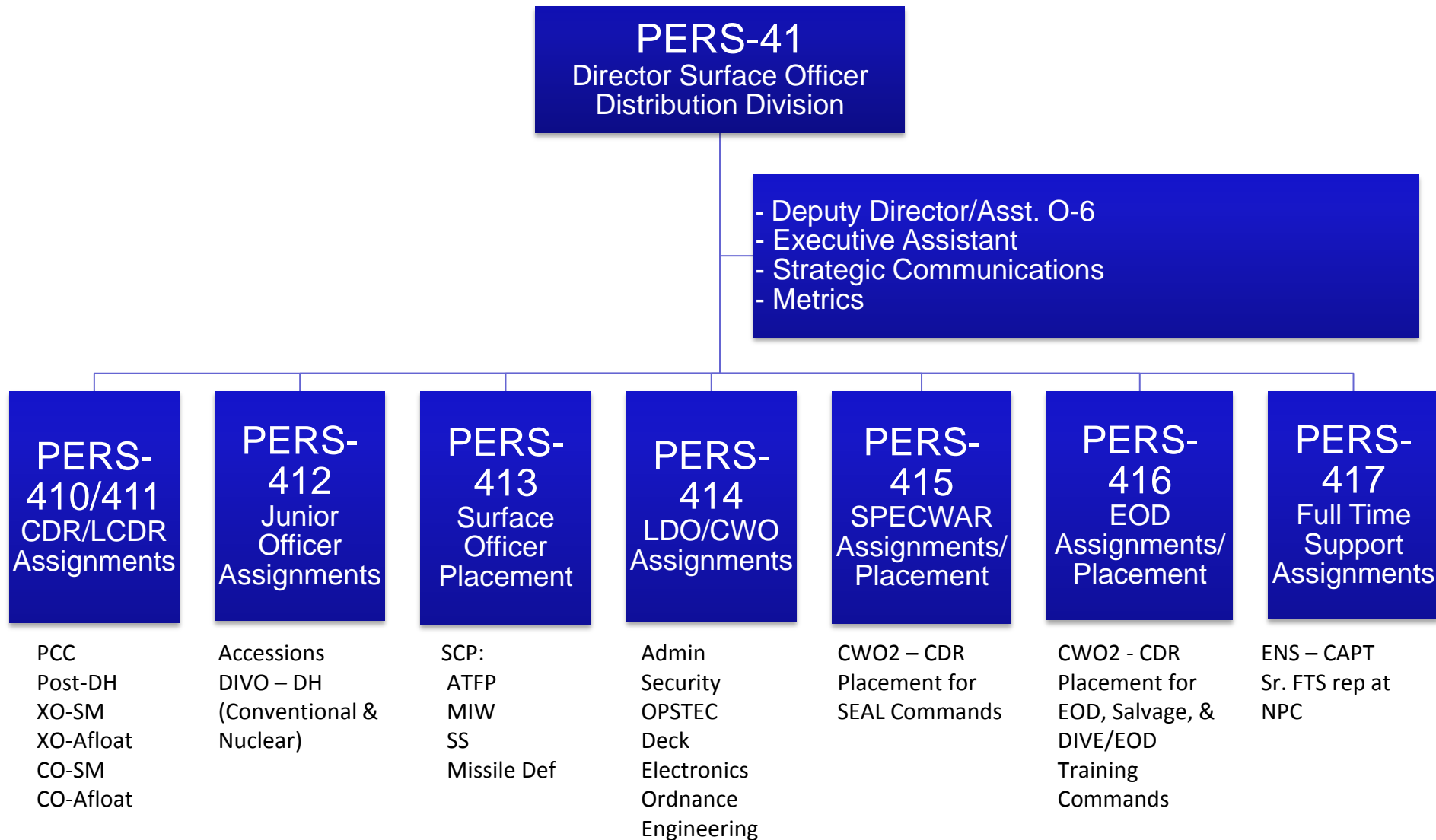
- Match talent to task
- Provide capable officers for all milestones
- Respond to Fleet needs



Building Strong Careers is our Job



PERS-41 Organization





Detailing Triad

- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education
- Family Needs

Personal Preferences

Career Needs

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

Needs of the Navy

“Deliver the Right Skills, at the Right Time, for the Right Job”



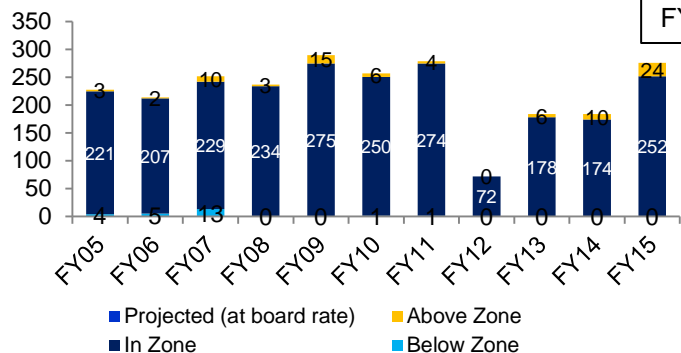
Current Issues Snapshot

- JO Early Investment
- SWOS Training Continuum
- Weapons Tactics Instructors
- Command Qualification
- Command Opportunity
- Future Opportunities



Promotions

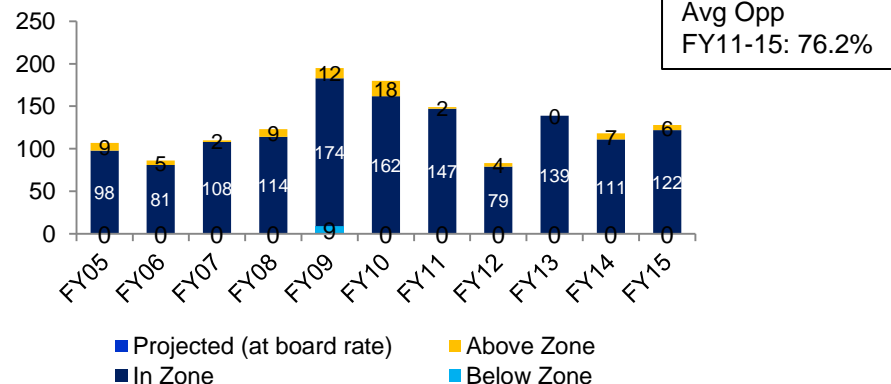
LCDR



FY14 Lcdr (Board 70%, SWO 73.0%)

FY15 Lcdr (Board 70%, SWO 92.6%)

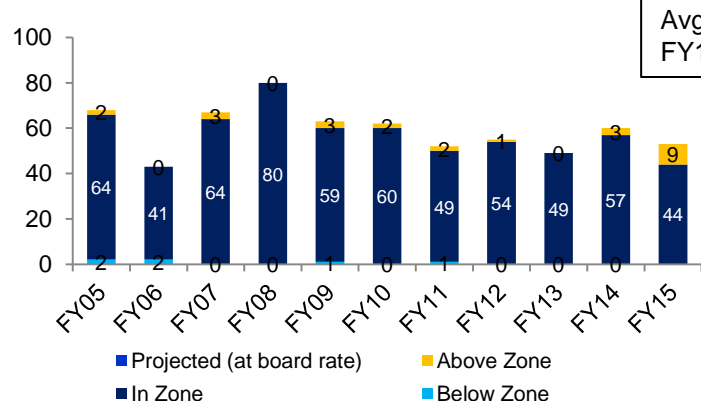
CDR



FY14 Cdr (Board 70%, SWO 65.2%)

FY15 Cdr (Board 70%, SWO 64.3%)

CAPT



FY14 Capt (Board 50%, SWO 58.3%)

FY15 Capt (Board 50%, SWO 50.5%)

- O4 promotion is the key to long term community health at the control grade
- Cdr promotion consistent: milestone screening = path to O-5
- Successful CO-Afloat remains benchmark for promotion to Capt
- **FITREPS MUST DOCUMENT MILESTONE SCREENING IN BLOCK 41**

Control Grade promotions tied to milestone screening



JO Early Investment

Building the "Fleet LT"

Raw Material

Skills and Talent

BDOC

- ✓ 2 Months
- ✓ 100 & 200 level PQS
- ✓ Hands-on training

1st Tour

- ✓ 24 Months
- ✓ Early leadership
- ✓ Quals

ADOC / BST

- ✓ 1-3 Months
- ✓ Skills and specialization
- ✓ Advanced DIVO training
- ✓ ASW WTI / BST

2nd Tour

- ✓ 24 Months
- ✓ Pre-DH skills refinement
- ✓ Quality billets
- ✓ Advanced Quals

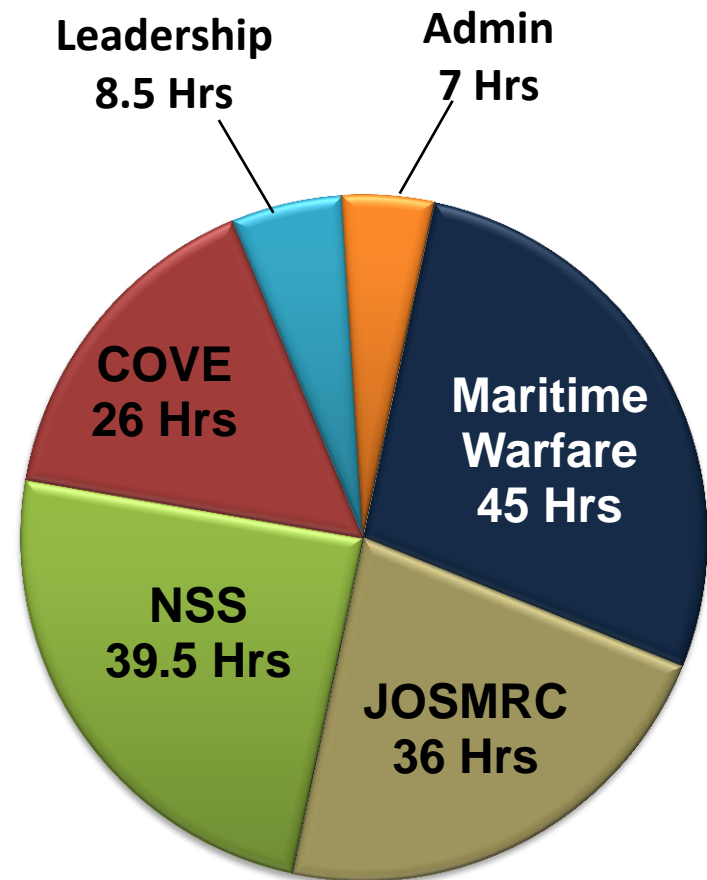
- Training, education, and qualification are a continuous priority
- Retention and re-investment in talent makes DHs
- Will complete transition to 24/24 division officer tours by mid 2015

Continuum of training and education/experience to build quality DHs



ADOC at a Glance

- Four Week Course
- Covers 60% of Platform Endorsement PQS
- Shiphandling Assessment in 2nd Tour Platform
- Foundation for follow-on billet specialty training
- Leadership training
- Foundation for 2nd tour qualification
 - EOOW
 - Warfare Coordinator



Building the “Fleet Lieutenant”



SWOS Training Continuum



1

2

3

4

5

6

7

8

9

10

11

12



BDOC

ADOC/
BST

DH
School

CA



13

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24



PXO

PCO

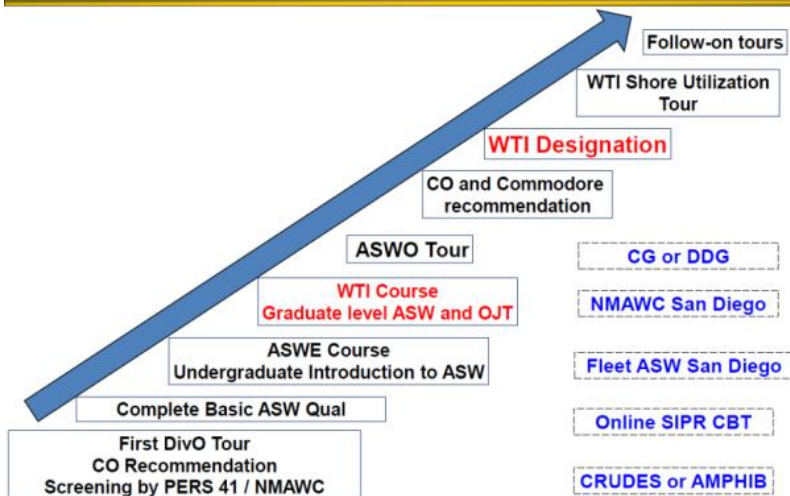
PMC



Weapons Tactics Instructors



The Path to ASW WTI



WTI COIs

- Injects tactical expertise into wardrooms
- Individually selected candidates
- Goal: ASW WTI (DIVO) and IAMD WTI (DH) per CRUDES
- Recapitalize expertise in waterfront production

ASW – led by NMAWC

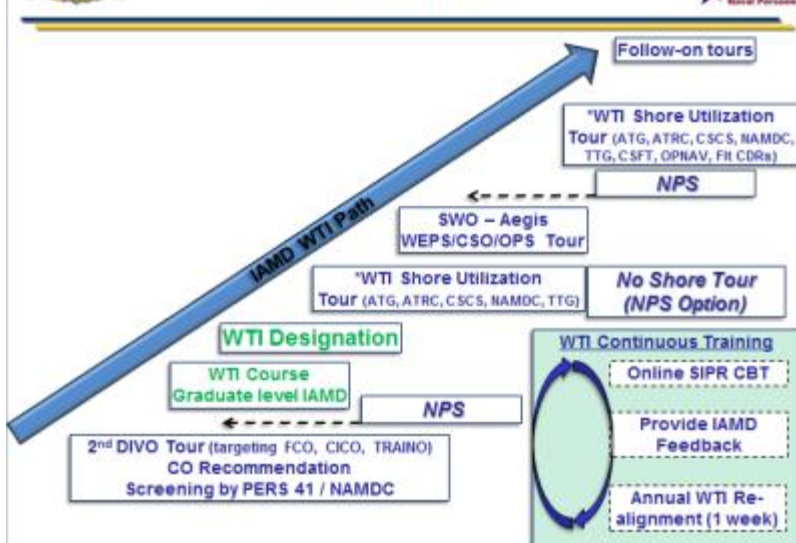
- ICW 2nd Tour ASWO training pipeline
- 5 weeks ASWE + 4 weeks ASW WTI
- Every CRUDES + DESRON (103 total)
- Phase-in of 2nd Tour ASWOs
 - 80% of ASWO billets either filled or slated
 - 85% of Staff ASW billets filled or slated

IAMD – led by NAMDC

- Targets post-Aegis DIVOs
- 19 weeks of training at Dahlgren
- Key IAMD tours ashore / Major staff billets filled by WTIs
- 2 convenings/year (12 max/convening)



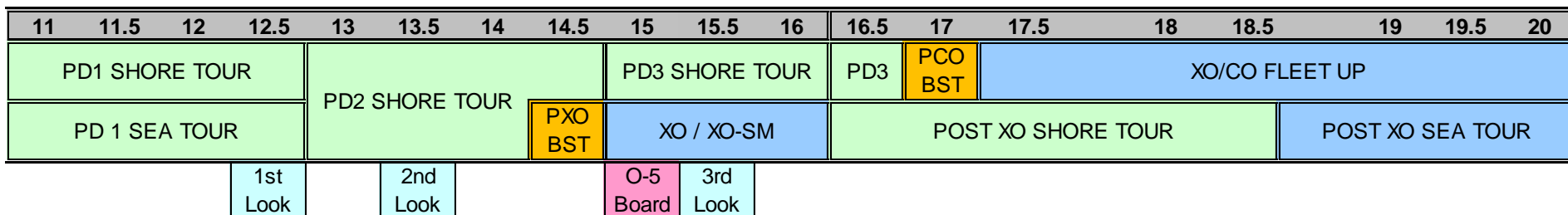
IAMD WTI Path



NSWDC taking ownership of WTI

SWO Clock

- CMD Screened/likely to screen officers serve in afloat or waterfront billets
 - Addresses atrophy of SWO skills between DH & XO tours
 - Further professionalize the Force
 - Keeps officers closer to the waterfront
 - Invests high quality officers back into community
 - Enhance warfighting / SWO skills
 - Officer readiness ↑
 - Fleet readiness ↑
 - Billets Include:
 - TYCOMs, ATG, EAA/P, TTG, EWTG, SWOS, ATRC, NAMDC, NMAWC
 - FFC, CPF, # Fleets, CSFT, CSG, ESG, LHA/D NAV, Post-DH Early CMD



Paying the SWO Community First



Command Qualification

- Governed by CNSFINST 1412.2B (Updated Jun 2014)
- **Changes:**
 - Latest bibliography: 10 FEB 2014
 - Remove 60-day wait for 2-section failure
- **2-Part Process:**
 - Command Assessment (CA) between 1st and 2nd DH tours
 - Command Qual Exam (CQE)
 - Shiphandling assessment
 - Tactical Assessment
 - DH 360⁰ feedback
 - PQS/Oral Board
- Full Command Qual (Including CQE) required for CDR CMD Board eligibility
 - CA required for DHs rolling to 2nd tour as of JUN 13
 - CQE offered via SIPR e-mail to officers currently ashore
 - SWOSCOLCOMINST 1412.1X



Complete Command Qualification as a DH



Command Opportunity

- Historic opportunity tied to LCDR Selection rate
 - Fleet-up removed XO screen, improving opportunity
 - Reduced LCDR promotions shrank eligibility pool for CDR CMD
- Command opportunity approximately 33% of Department Heads – not tied to LCDR selection rate

Consistent command opportunity across all YGs



Early Command

- Forward Deployed
 - 10 PCs, 4 MCMs in Bahrain
 - 4 MCMs in Sasebo
 - Permanent Crews
- Opportunity to command at 9-10 YCS
- CO tours in lieu of 2nd/3rd DH tour
- High screen rate for CDR CMD
- Challenging and Rewarding



Command Early, Command Often



Future Opportunities

- Littoral Combat Ship
 - Homeports in San Diego and Mayport
 - 1st forward deployment to Singapore completed (USS FREEDOM)
- DDG 1000
 - ZUMWALT wardroom reported to PCU
 - MONSOOR wardroom ETA 2015
- LHA 6
 - Joint Strike Fighter capable
 - Conducting port visits in South America enroute homeport San Diego, ETA Sep 2014
- Flight III DDG
 - To begin construction in FY 2016
- AEGIS Ashore
 - Officers in the training pipeline
 - Romania facility construction in 2015
 - Poland facility construction in 2018



SWOs are leading the Navy's forces into the future



Career Progression and Milestones



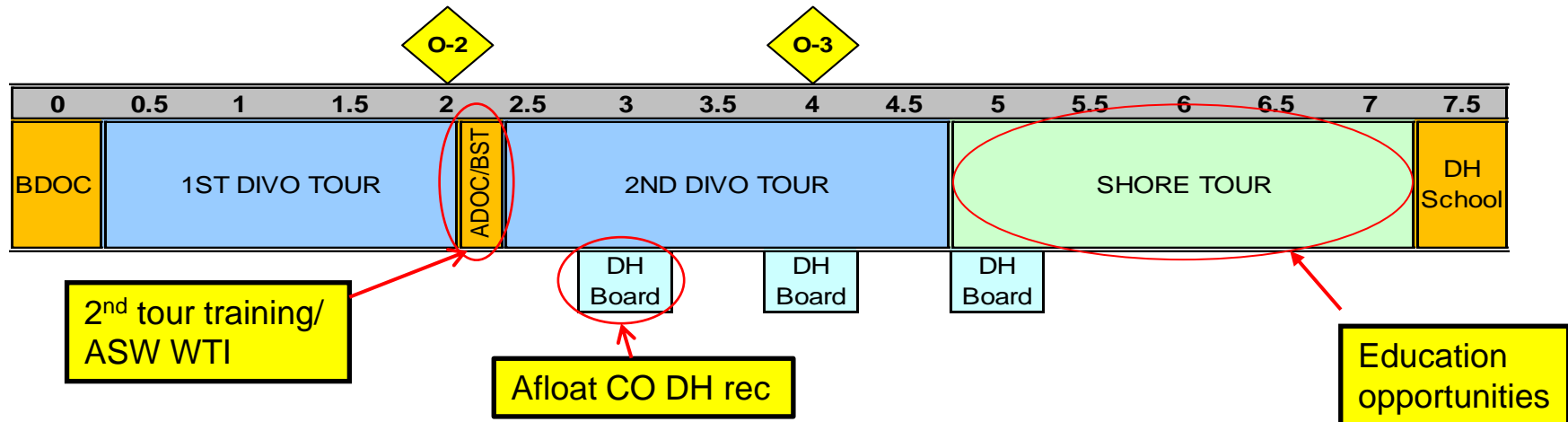


EVERY SWO is Valued

- Post DH LCDRs & XO/XO-SM served Officers are in demand
 - Provide URL continuity and integration
 - LCDR and CDR inventory shortages increase SWO market value
- Post-XO/XO-SM assignment follows regular sea/shore flow
- Rewarding opportunities at sea, overseas, and ashore
 - Joint / Coalition
 - Education: War Colleges
 - Subspecialty (FM, BMD, Pol/Mil, ASW, OA, Manpower)
 - Major Staffs
 - Community tours
- Opportunities to continue valuable service
- Expand & refine marketable skills

We NEED and VALUE your continued service

SWO Career Path – DIVO



Exit Criteria	<ul style="list-style-type: none">• SWO qualification• DH recommendation	<ul style="list-style-type: none">• ASW WTI• EOOW• TAO• DH selection <p>Only 3 looks (4th look eliminated)</p>	<ul style="list-style-type: none">• Graduate education & JPME<ul style="list-style-type: none">• Naval Postgraduate School• Fellowships (e.g., Olmstead)• USNA/ROTC• Professional & Personal Growth• IAMD WTI• Expand Portfolio
	Advanced Qualifications		

Performance At-Sea Determines Follow-on Tours

Sea Slate Worksheet

Officer's
Preferences

Officer's
Qualifications

Slate Points & Slate Rank
** ADOC Honor Grad will receive .25 points **

2nd Tour Division Officer Slate

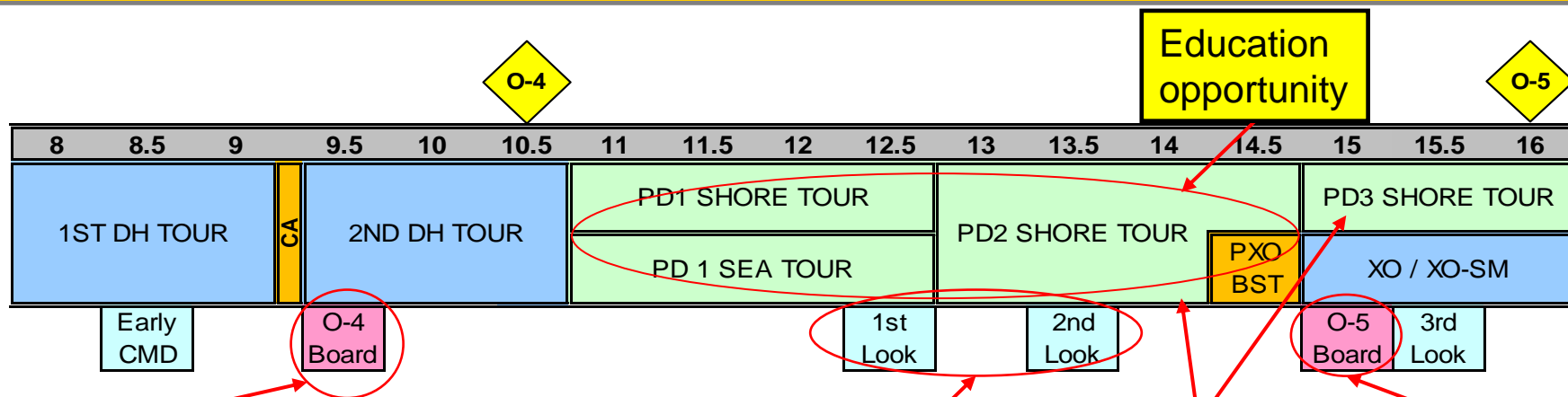
Name		Rank	LTJG	Desig	1110	Command		Homeport	SDGO	Billet	FIRST LT AFLOAT																									
YG		Sex	M	Dependents	0	Co-Lo	<input type="checkbox"/>	EEM	<input type="checkbox"/>	Command Engagement	<input type="checkbox"/>																									
Slated Tour	DDG 106 STOCKDALE		SDGO	FCO	Slate Results	G-1/1/2																														
Preferences Platform Priority: 1 DDG CG LPD17 FFG LHD Homeport Priority: 2 SDGO PEARL EVERETT ROTA MAYPORT Billet Priority: 3 NAV FCO ASWO TRNG DCA																																				
Detailer Notes Wants DDG/SDGO/NAV. If not there, then wants DDG in any homeport listed. Next choice is any CG in homeports listed. Does NOT want HAMRDS or JAPAN. Does NOT want STAFF or amphib.																																				
Qualifications <table border="1"> <thead> <tr> <th></th> <th>Complete</th> <th>Promise</th> <th>Qual Points</th> <th>F##</th> </tr> </thead> <tbody> <tr> <td>OOD</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td></td> <td></td> </tr> <tr> <td>SWO</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td></td> <td></td> </tr> <tr> <td>EOOW</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>2.57152173913043</td> <td></td> </tr> <tr> <td>TAO</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> </tr> </tbody> </table>													Complete	Promise	Qual Points	F##	OOD	<input checked="" type="checkbox"/>	<input type="checkbox"/>			SWO	<input checked="" type="checkbox"/>	<input type="checkbox"/>			EOOW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2.57152173913043		TAO	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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EOOW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2.57152173913043																																	
TAO	<input type="checkbox"/>	<input checked="" type="checkbox"/>																																		
FITREP FITREP Date 5/27/2013 Reporting Senior Trait Average 4.29 Summary Group Average 4.21 RSCA 3.68 Command Engagement Command EDD: 201402																																				
CO's Comments & Recommendations Mature, meticulous, and principled. #1 of all (1st and 2nd) DIVOs and #1 OOD. Rec DDG NAV; perfect fit. Send Aegis to groom for DH. Try to keep in SDGO (family). DH: CO yes; SNO yes. ASWO: yes but don't. EOOW and TAO promise. NAR.																																				

Detailer's Comments
1-3 Lines

CO's Comments & Recommendations
1-3 Lines

Slate worksheet and Officer's preference used to determine slating

SWO Career Path – DH



Observed DH FITREP
7.5 to DH school key

Hard/soft breaks in DH tours
PD tours in community jobs

SWO Clock/Joint
tour targets

Screening status
primary driver

Expectations	<ul style="list-style-type: none"> • Select for O-4 • Qualify for Command at Sea • Early Command 	<ul style="list-style-type: none"> • Position for CDR Command Screening • Sea Tour: NAV, CSG • Overseas: Fleet, COCOM • OPNAV / Community tour • MCM Command 	<ul style="list-style-type: none"> • SWO Clock • Joint • OPNAV • Community tour • Subspecialty
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**Performance at Sea drives Command Qual,
Professional portfolio drives shore assignment**

Post DH Detailing

- Downstream fill list posted on 410/411 Post DH-PCC web page
 - Billets notionally posted by Placement Officers 8-10 months from fill date
 - List updated around the 1st week of each month
- All officers must provide preferences w/in 6 months of PRD
 - Submit 5 preferences (must include 1 GSA or NOW billet)
- Preferences competed each month among officers in detailing window

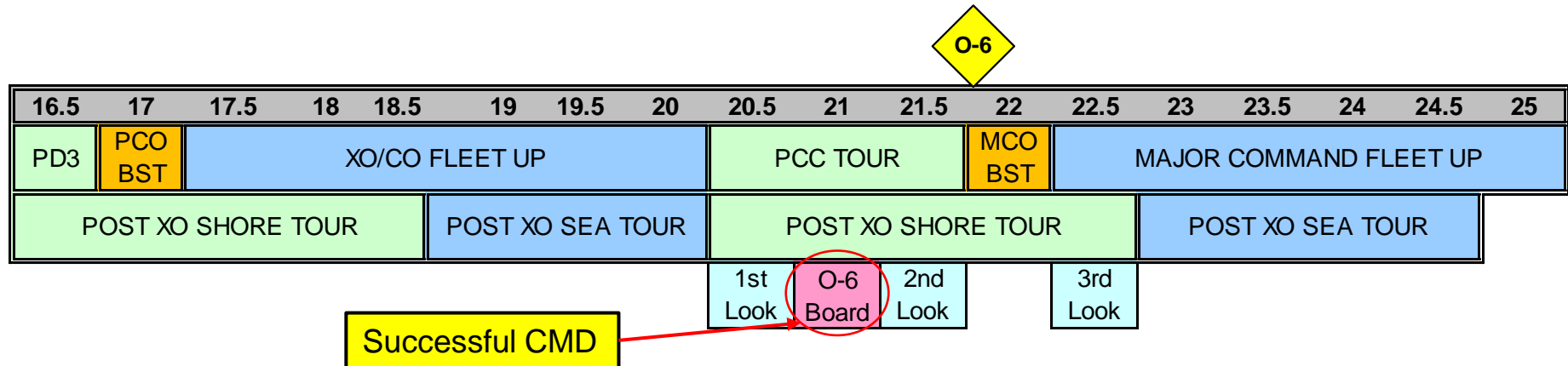


SWO LCDR DOWNSTREAM FILL LIST:							
**** WAR COLLEGE UPDATE: We are currently taking inputs for SUMMER '09 Senior WC Seats. If you are interested, please look at the hyperlink (hyperlink) on the previous web page, and then submit your preferences to your Detailer.****							
GSA BILLETS ARE PRIORITY FILL BILLETS							
HOT FILLS ARE COLOR CODED RED IN THE COMMAND LINE							
FILL DATE	UIC	BSC	COMMAND	BILLET TITLE	HMPRT	AQD /SCP	NOTES
GSA BILLETS							
200905	42795	00250	ECRC FWD NORFOLK	LNO CENTCOM - N5 - NE18540065	NORVA		TS/SCI CLEAR, PRD 1005, NMPS 11MAY09, AEGIS
PERFORMS LIAISON DUTIES IN SUPPORT OF USNAVCENT'S MISSION AS ASSIGNED AND DIRECTED BY COMUSNAVCENT. SUPPORTS							
200906	4060A	00242	ECRC FWD SAN DIEGO - IRAQ	JCCS-1 DIVISION OPS - NE22090017	SDGO		SEC CLR: TS/SCI, PRD: 1005, NMPS: 20090622, SUB RULE: AEGIS
CENTCOM, CTEWCC, CFLCC, JIEDDO, ATEC, AMC, BRIGADE AND BATTALION COMMANDERS, OTHER AGENCIES AND PROGRAM MANAGERS ON ALL MATTERS RELATED TO EW OPERATIONS, CAPABILITIES AND CREW SYSTEM PROCUREMENT, TESTING, INSTALLATION AND SUSTAINMENT. RESPONSIBLE FOR TRAINING THROUGHOUT THE DIVISION.							
NON-GSA BILLETS							
NOW	00948	73010	FLTASWTRACENPAC	INST NAV SCI/302L	SDGO		
NOW	00948	74010	FLTASWTRACENPAC	TRNG/ CS DIV HD	SDGO	ASW	
200902	00011	86335	OPNAV	STF REDI GEN/LCS REQUIREMENTS	ARLING		AP BILLET
200902	00074	81500	CNSWC	EQ PGM SUP/NAVY POM	CORND0		
200903	00011	42410	OPNAV	LOGISTICS/N424F OPLOG & ASST CLF PGM MGR	ARLING		Potential SS-SCP Billet
200903	00038	35400	USPACOM	PLANS OFFICER	PEARL	JD1	
200904	52739	10010	ESG 3	FLAG SEC	SDGO		NOMINATIVE BILLET
200905	32778	92010	COMFLEACT CHINHA	OPS ASHR	CHINHA		
200906	44040	20200	PEP CANADA-ESQUI	2ND CAN SODN OPS OFF	VICTCA		
200906	63190	73130	SWOSCOLCOM NPORT	INST TECH/CMBT SYS/DDG WEP-CSO 9545 2544	NEWPORT		

Balancing Fleet needs with personal preferences – applying talent to task



SWO Career Path – Command



Expectations	<ul style="list-style-type: none"> • Performance in CDR CMD • PCC tour may be at sea or ashore 	<ul style="list-style-type: none"> • MC screening largely rests on CC performance • PCC objective: <ul style="list-style-type: none"> • JPME I/II • Joint • DC • Subspecialty 	<ul style="list-style-type: none"> • Performance and subspecialty drive future (post-Major Command) assignments • Most post-MC assignments are in DC
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Developing Senior Leadership for Community & Navy



FITREPs & Selection Boards

***SWO milestone screening
drives promotion
screening***

FITREPs

- Blk 40 Recommendations
- Blk 41 Soft break out (SBO) (X of XX)
- Blk 42 Hard break out (HBO)
- RSCA & Summary Group Avg
- Timing

Command Boards

CDR CMD

- HBO / RSCA / SBO / CMD Rec in DH tour
- EC / Post DH jobs matter

MAJ CMD

- HBO / RSCA / SBO in CMD tour
- PCC tour / career milestones met
- Potential for future service (skill set)

Promotion Boards

- HBO / RSCA / SBO / CMD Rec
- Milestone tours served
- Screening CO, XO, SCP
- IA / GSA

**Board Members Rely on Your FITREPs to Describe
Your Performance**

**“...Only limited by FR system to a P.
My BEST DH, even as a JG” - CO**



Your Service Record

- **Qualifications**

- Detailers can update quals/AQDs
 - OOD (LB2)
 - SWO (LA9)
 - TAO (LF6/7)
 - ECO (BS1/BS2)
 - ASWE (BA1/BA2)
 - EOOW (LC3/LC2/LC1)

- **Official photo** – Mail NAVPERS form 1070/884 (04-07) to PERS-312C

- **PFA – PRIMS @**
<https://www.bol.navy.mil>

- **FITREPs**

- **1 of 1** – contact PERS-32 @ (901) 874-4881
- **Competitive** - must be submitted by command

- **Awards**

- Must be updated by Navy Awards Office (DC)
- <https://awards.navy.mil>

- **NPC Address:**

Naval Personnel Command
5720 Integrity Drive
Millington, TN 38055-3120

Check your professional record online at:

<http://www.npc.navy.mil/CareerInfo/Recordsmanagement/>

For more on managing your record:

[http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief_\(Updated_Mar14\).pdf](http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief_(Updated_Mar14).pdf)

Nobody cares more about your record than you!



Career Management and Benefits





Other Navy Opportunities

- Career Intermission Program (CIP)
- Executive MBA Program (EMBA)
- Fellowship Programs
- Olmsted Scholar Program
- AFPAK Hands
- Specialty Career Path (SCP)



Critical Skills Retention Bonuses

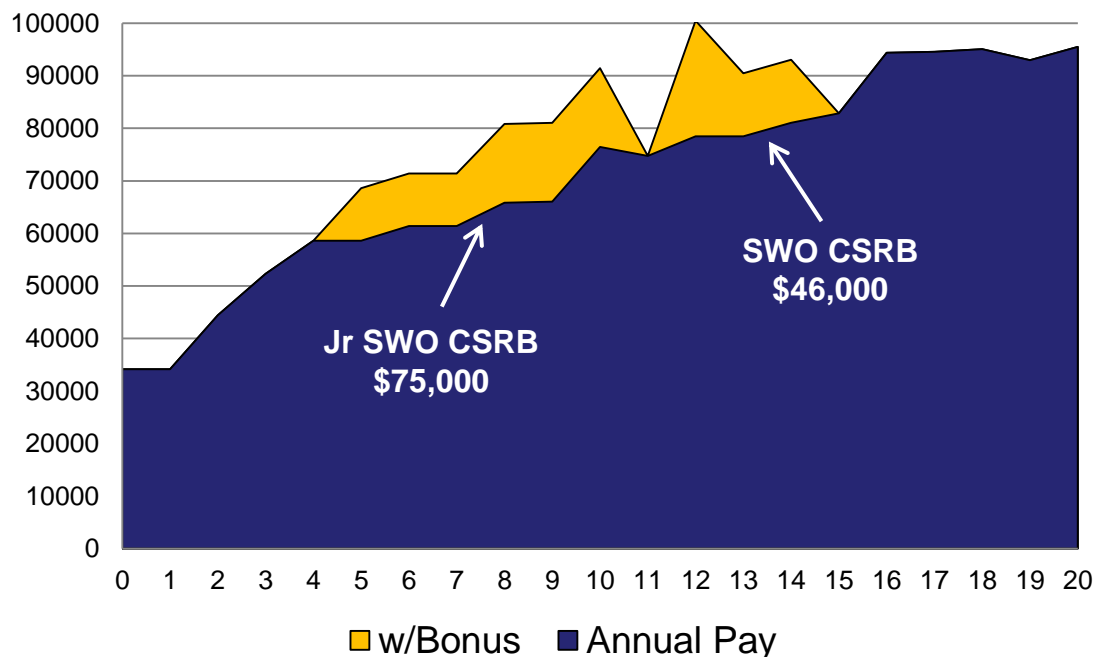
Junior SWO CSRB - \$75K

- \$10K upon commitment to serve two DH tours and confirmation of eligibility
- \$10K on 6th and 7th anniversary of commissioned service
- \$15K on 8th, 9th and 10th anniversary of commissioned service

SWO CSRB - \$46K

- \$22K on 2nd anniversary of promotion to LCDR
- \$12K on 3rd and 4th anniversary of promotion to LCDR

SWO Compensation



\$121K to Serve DH + 4 Years as LCDR!



Retirement Compensation

For a married LT, age 26, at 4 years service...

Annual pay(including BAH/BAS): \$78K

Equivalent starting salary to maintain lifestyle: \$89K*

Retirement (paygrade @ YCS)	O-4 @ 20 (Retire at 42)	O-5 @ 20 (Retire at 42)	O-5 @ 25 (Retire at 47)	O-6 @ 25 (Retire at 47)	O-6 @ 30 (Retire at 52)
Annual retirement pay (assumes 2%/yr annual increase)	\$60K (50% base pay)	\$69K (50% base pay)	\$98K (62.5% base pay)	\$114K (62.5% base pay)	\$162K (75% base pay)
Total retirement equivalent (assumes member lives to age 79)	\$3.25M	\$3.72M	\$4.33M	\$5.05M	\$5.73M
Annual investment required to achieve equivalent retirement (assumes 5% APY til retirement)	\$47.8K	\$54.8K	\$48.6K	\$56.8K	\$51.3K
<i>Annual compensation</i> required to achieve equivalent retirement**	\$136.9K	\$143.8K	\$137.6K	\$145.8K	\$140.3K

*Based on OSD Military Compensation Calculator for a LT (family of three, avg BAH)

** Annual compensation accounts for civilian equivalent pay and required annual investment to amount to the same annuitized payout from the military retirement system.



Post-9/11 GI Bill Highlights

Eligibility:

- Served 90 days active aggregate duty post-9/11
- Full benefits available after 36 months of qualifying service
- USNA / NROTC graduates: qualifying start date follows completion of MSR

Active Duty Benefits:

- Full tuition and fees
- Up to 36 months of benefits
- Monthly tutoring funds available for qualifying officers

Check your status! Visit <https://www.dmdc.osd.mil/milconnect>

Obligated service requirements depend on acceptance of benefits by program manager

Visit the NPC Post-9/11 benefits page at <http://www.public.navy.mil/bupers-npc/career/education/GIBill/Pages/default.aspx>

Transferability to dependents (p.13 entry required):

- 4 years of additional service REQUIRED (exemption policy expired AUG 2013)
- Exceptions:
 - Already have 10+ years of qualifying service and will be separated from service by policy or statute (i.e. SERB, 2 x FOS, statutory retire). Must then continue service to mandatory separation.

Service obligation will be incurred. Refer to NAVADMIN 203/09 for details and admin requirements

- The Dept of Veteran's Affairs administers / manages the Post-9/11 GI Bill.
- DOD manages the transferability provision.

GI Bill transferability is a powerful retention incentive



Connect With Your Detailer

We're Everywhere!

Newsletters

Phone/E-mail

Road Shows

Virtual Town Hall (VTC)

On the web:

NPC PERS-41 Website

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>



Twitter - twitter.com/pers41



Facebook - facebook.com/pers41

- Career management advice
- Special program assistance
- Downstream billets
- Orders negotiation
- Board preparation
- Board participation
- Policy changes
- Slates
- News
- More...

EXIT



**Driving
Cross-country?
Stop in
Millington!**

Maintain two-way communications with your detailer!



Bottom Line

Surface Warfare Officers:

- Leadership from Day One
- Train as Warfighters
- Command opportunities early and often
- Challenge and adventure in taking ships to sea
- Broad and diverse opportunities afloat and ashore
- It is an ***honor*** to lead and serve



"I've received many honors and I'm grateful for them; but I've already received the highest award I'll ever receive, and that has been the privilege and honor of serving very proudly in the United States Navy."

Rear Admiral Grace Murray Hopper



PERS 41



Questions and Answers